

**From:** [Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)  
**To:** [Meyer\\_Jeremy@cde.state.co.us](mailto:Meyer_Jeremy@cde.state.co.us)  
**Cc:** [smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)  
**Subject:** FW: Pueblo 60 Strike  
**Date:** Thursday, May 3, 2018 9:52:08 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image6cbdcf.PNG](#)  
[imagec4e9ab.PNG](#)  
[image4c685a.PNG](#)  
[image4f5e1.PNG](#)  
[image54af7a.PNG](#)

---

Sorry, I hit send before seeing this.

Jennifer Okes  
Chief Operating Officer  
School Finance Division



P 303.866.2996  
201 East Colfax Avenue, Room 203, Denver, CO 80203  
[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Okes, Jennifer  
**Sent:** Thursday, May 3, 2018 9:48 AM  
**To:** Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>; Julie Tolleson <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>; Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>  
**Cc:** Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Joe Peters <[Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)>  
**Subject:** RE: Pueblo 60 Strike

Katy, below is a quick summary in the interest of time.

1 Instructional time: Consistent with our treatment of other districts who experience “closings deemed by the board to be necessary for the health, safety, or welfare of pupils”, we can work with districts to confirm how much under the instructional hour requirements the district is and then ask the district to determine if there are reasonable adjustments they can make to their calendar/bell

schedule to come into compliance with the required hours. If that is not possible (which could be the case this late in the school year), the district can request a waiver. This is done by submitting a letter to the Commissioner or designee (which is currently me). We would then respond with an approved waiver to the district.

2 Impact of funding? There is no impact on funding. The funding requirements are based upon the number of scheduled hours in the first half of the school year.

3 Graduating seniors: The graduation requirements is a local board decision and therefore there is no impact which would involve CDE.

Let me know if you do what a more formal response that you can send to them.

Thanks!

Jennifer Okes  
Chief Operating Officer  
School Finance Division



P 303.866.2996  
201 East Colfax Avenue, Room 203, Denver, CO 80203  
[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Anthes, Katy  
**Sent:** Thursday, May 3, 2018 9:37 AM  
**To:** Julie Tolleson <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>; Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>  
**Cc:** Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Joe Peters <[Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)>  
**Subject:** RE: Pueblo 60 Strike

Hi Team,

When did you land on meeting about this?

Pueblo is getting anxious to hear from us. I talked to them today—and said we are working on it—

but I just want to know when we will be able to get back to them.

Thanks and sorry for the rush!

Katy Anthes, Ph.D.  
Commissioner



P 303.866.6646  
201 E. Colfax Ave. Room 500, Denver, CO 80203  
[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Julie Tolleson [<mailto:Julie.Tolleson@coag.gov>]  
**Sent:** Wednesday, May 02, 2018 11:04 AM  
**To:** Lanoha, Kady; Smith, Dana; Okes, Jennifer; Penn, Jhon  
**Cc:** Macklin, Stacey; Anthes, Katy; Joe Peters  
**Subject:** RE: Pueblo 60 Strike

Folks, to maximize our responsiveness to you on this issue, I've asked Joe to get up to speed. We've walked through a few of the likely questions and he's available at whatever time is best for you all. If it works for me to be on the phone, I'd like to be. But my aging folks are flying in and I've scheduled tomorrow as a vacation day. I promised to schlep them a few places, and I don't want my schedule to limit anyone's progress on this.

But please do keep me looped in. I'm happy to help.

---

**From:** Julie Tolleson  
**Sent:** Wednesday, May 2, 2018 9:57 AM  
**To:** 'Lanoha, Kady' <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>; Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>  
**Cc:** Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>  
**Subject:** RE: Pueblo 60 Strike

The afternoon would be a struggle for me, so here's a vote for the morning.

---

**From:** Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>  
**Sent:** Wednesday, May 2, 2018 8:46 AM

**To:** Julie Tolleson <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>  
**Cc:** Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>  
**Subject:** RE: Pueblo 60 Strike

Hi,

Either 8:30-10 or 2:30 on Thursday work for me too. (If it's Thursday afternoon, I may just not be able to stay for the whole meeting, depending on how long we go.)

-Kady

Kady Lanoha  
Senior Policy Consultant  
Legislative Relations and Policy



P 303.866.6005  
201 E. Colfax - 404-B, Denver, CO 80203  
[LANOHA\\_K@CDE.STATE.CO.US](mailto:LANOHA_K@CDE.STATE.CO.US) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Julie Tolleson [<mailto:Julie.Tolleson@coag.gov>]  
**Sent:** Wednesday, May 2, 2018 8:31 AM  
**To:** Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>; Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>  
**Cc:** Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>  
**Subject:** RE: Pueblo 60 Strike

I can make it work. The earlier time is better! My folks are in town but they are low maintenance. :-). I don't really want to delegate this issue.

Sent from my iPhone using [Mail+ for Outlook](#)

---

**From:** Smith, Dana  
**Sent:** 5/1/18, 4:54 PM  
**To:** Okes, Jennifer, Penn, Jhon, Lanoha, Kady, Julie Tolleson  
**Cc:** Macklin, Stacey, Anthes, Katy  
**Subject:** RE: Pueblo 60 Strike  
Hi guys – I'd like to join you if I can, but if it doesn't work out I'll catch up with one of you later. We'll

be getting calls on this!

Thanks!

Dana Smith  
Chief Communications Officer  
Communications Division



P 303.866.6682  
201 East Colfax Avenue, Denver, CO 80203  
[www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Okes, Jennifer  
**Sent:** Tuesday, May 1, 2018 4:33 PM  
**To:** Penn, Jhon <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>  
**Cc:** Smith, Dana <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>  
**Subject:** RE: Pueblo 60 Strike

With the assumption that Jhon can move things around on his calendar, but not knowing if Kady has the same flexibility, it looks like the best time for us would be 2:30 on Thursday. Do either times work for you, Julie?

Jennifer Okes  
Chief Operating Officer  
School Finance Division



P 303.866.2996  
201 East Colfax Avenue, Room 203, Denver, CO 80203  
[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Penn, Jhon

**Sent:** Tuesday, May 1, 2018 4:25 PM

**To:** Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>; Julie Tolleson ([Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)) <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>

**Cc:** Smith, Dana <[smith\\_d@cde.state.co.us](mailto:smith_d@cde.state.co.us)>; Macklin, Stacey <[macklin\\_s@cde.state.co.us](mailto:macklin_s@cde.state.co.us)>; Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>

**Subject:** RE: Pueblo 60 Strike

Kady, Julie, and Jennifer,

I am in the office tomorrow), I can join by cell phone.

It seems that the last teacher strike occurred in 1994 under Commissioner William T. Randall. This was before my time and I do not have memos from that time period. Julie, I suspect that Commissioner Randall would have contacted the A.G.'s office during that time if your office has records going that far back. I will look through old files that I have to see what historical records I can find that pertain to this topic.

Jhon

Jhon Penn  
Executive Director, Field Services  
District and School Performance



P 303.866.6632

201 East Colfax Avenue, Room 401, Denver, CO 80203

[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*

---

**From:** Anthes, Katy

**Sent:** Tuesday, May 01, 2018 3:26 PM

**To:** Penn, Jhon; Lanoha, Kady; Julie Tolleson ([Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)); Okes, Jennifer

**Cc:** Smith, Dana; Macklin, Stacey

**Subject:** Pueblo 60 Strike

Hi Jhon, Kady, and Julie,

Can you guys get together and talk about possible implications for a Pueblo strike? We think it will happen on May 7<sup>th</sup>. I have never been involved in a strike and Pueblos is calling me about it and what role we have in it. On:

- 1 Instructional time (do we enforce this?)
- 2 Impact of funding?
- 3 graduating seniors

The labor department is not going to intervene—so now Pueblo will need to figure out how to deal with it and they are looking for some guidance.

What are our obligations here? And/or what advice can we give the Supt?

Thanks!

Katy Anthes, Ph.D.  
Commissioner



P 303.866.6646

201 E. Colfax Ave. Room 500, Denver, CO 80203

[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us) | [www.cde.state.co.us](http://www.cde.state.co.us)



*Email cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Therefore, email cannot be used to transfer files containing personally identifiable information of educators or students. Contact the intended recipient to mutually determine enhanced security options for transferring such information.*